

Work Act are insecure about their ability to earn the support of the workers they purport to represent.

Opponents of the National Right to Work Act may also suggest that it is fair to require employees who enjoy the so-called benefits of union membership to share in their costs. Union leaders will complain that this Congress should not change this policy.

Mr. President, union leaders, having bought the horse, are just complaining about the price of oats.

Union bosses lobbied for and jealously guard the privilege of exclusive representation. They will not give it up. And if you have any doubts about that, then the answer is not to oppose this modest effort to limit union coercion, but to repeal exiting provisions of Federal labor law providing for exclusive representation. I recall that union lobbyists say that this is a free-rider bill. The National Right to Work Act is not so much a free-rider bill as existing Federal labor law is forced-rider legislation.

Doubtless, too, we will hear complaints that there are more important issues facing Americans. There will be claims that this issue is being pursued by a narrow special interest.

My colleagues should bear in mind that polls indicate that fully 76 percent of the American people—including a clear majority of union members—support the principle of right to work. Just yesterday, the administration and various lobbying groups were telling us that an increase in the minimum wage should be passed because 70 percent of the American people support it.

My suspicion is that that they find this high level of support for right to work to be less persuasive, just as they have failed to support our efforts to pass a balanced budget amendment, notwithstanding the support of overwhelming majorities of Americans.

After all, this administration's Secretary of Labor seems more interested in advancing the agenda of organized labor, rather than the rights and interests of all American workers. This is, after all, the administration which attempted to rewrite Federal labor law for Federal contractors, to deny to Federal contractors the right permanently to replace striking employees. The courts have rightly voided this usurpation of congressional authority.

Furthermore, the Secretary of Labor said, and I quote, "In order to maintain themselves, unions have got to have some ability to strap their members to the mast. The only way unions can exercise countervailing power is to hold their members' feet to the fire." Whether or not that mast is attached to a sinking ship in something that the Secretary seems not to have considered.

Make no mistake about it, Mr. President, those who oppose this bill today oppose freedom. They make clear their ratification of Secretary Reich's sentiments, that this Congress believes that union bosses know better than individ-

uals what is in the interests of individual American workers. I would respectfully suggest that this is a concept foreign to the American way of thinking. And does anyone seriously suggest that Republican majorities were sent to both Houses of this Congress in order to perpetuate the power of union bosses to force Americans to support their narrowly radical social and political agenda?

But perhaps there is another explanation. After all, look at the most vocal of opponents to this act. Is it mere coincidence that they benefit from the forced-dues, soft-money political contributions of big labor? Is it just an accident that the bulk of union political activities and contributions benefit my friends on the other side of the aisle almost to the exclusion of contributions to the GOP? Is it surprising that an administration which promises to veto this bill, if passed, has the nearly unanimous support of the leaders of the AFL-CIO?

I urge my colleagues to support the National Right to Work Act because it is the right thing to do. It is a vote for worker freedom, a vote for responsible unions. American workers deserve the protection of a National Right to Work Act, the protection of a basic personal freedom. American working men and women deserve to be able to work and feed their families without paying tribute to anyone, much less a class of specially protected organizations.

Mr. CONRAD addressed the Chair.

The PRESIDING OFFICER. The Senator from North Dakota.

(The remarks of Mr. CONRAD pertaining to the introduction of S. 1939 are located in today's RECORD under "Statements on Introduced Bills and Joint Resolutions.")

#### TRIBUTE TO JUDGE JOSEPH PHELPS

Mr. SHELBY. Mr. President, I rise today in honor of Judge Joseph Phelps who was killed tragically in a car accident on June 22, 1996. Joe retired from his Montgomery circuit judgeship in 1995, after spending 18 years on the bench. He served the State of Alabama, the Alabama judicial system, and our Nation with dignity, prudence, courage, and honor.

Joe received both a bachelor's degree and a law degree from the University of Alabama. Even as a youth, Joe showed character in all that he did providing a glimpse into the future of the wise, Christian adult, leader, and honorable jurist he would later become.

In 1990, Joe was awarded the Alabama Bar Association's Judicial Award of Merit, its highest award for outstanding and constructive service to the legal profession in Alabama.

Joe's Christian values are reflected not only in the way he lived his life, but in the many positive organizations which he led, founded, belonged, and served. He was the past president of the Montgomery County Bar Association,

and has served as a member, past president, trustee, and founder. He also served diligently in the YMCA; Montgomery Lion's Club; Lion's Club International Youth Day in Court Program, which he founded; Jimmy Hitchcock Memorial Award; Fellowship of Christian Athletes; Salvation Army; Capitol City Boys Club; STEP Foundation; Blue-Gray Association; Leadership Montgomery; the Governor's Study Task Force on Drugs; Alabama Trial Lawyers' Association; Association of Trial Lawyers of America; American Judicature Society; Montgomery Magnet Grant Review Committee; and numerous other legal, civic, and Christian groups. He was an elder at Trinity Presbyterian Church, where he served on the Christian education committee, congregational involvement committee, and long-range planning committee. Joe also taught ninth grade Sunday School. In 1980, Joe was honored as YMCA Man of the Year in recognition of his service to youth in Montgomery.

Joe's list of accomplishments are reflective of the life he led, the type of friend he was, and the positive contributions he made throughout his life to his community and his fellow Alabamian. Not the least of which was his role as husband and father. My heart goes out to Joe's family.

Joe's lifelong dedication to community and country made our world a better place. His presence will be sorely missed.

#### 1996 JULY QUARTERLY REPORTS

The mailing and filing date of the July Quarterly Report required by the Federal Election Campaign Act, as amended, is Monday, July 15, 1996. All principal campaign committees supporting Senate candidates in the 1996 races must file their reports with the Senate Office of Public Records, 232 Hart Building, Washington, DC 20510-7116. You may wish to advise your campaign committee personnel of this requirement.

The Public Records office will be open from 8 a.m. until 7 p.m. on July 15, to receive these filings. For further information, please do not hesitate to contact the Office of Public Records on (202) 224-0322.

#### THANKS TO DAVID O. COOKE AT THE PENTAGON FOR HIS CONTINUING SERVICE TO OUR NATION

Mr. NUNN. Mr. President, several months ago, I participated in a ceremony at the Pentagon to open an exhibit honoring the office of the Vice Chairman of the Joint Chiefs of Staff. This was a significant moment in recognizing the remarkable success of the Goldwater-Nichols legislation, which reorganized the Department of Defense. However, this moment would not have been possible without the help of the pentagon's Director of Administration and Management, David O. (Doc)